EDUCATION & PUBLIC HEALTH **(1948) Department.**

Ms. SERIES.

G.O. No. 3211, Education.

Dated 15th December, 1948.

[Despatch Abstract.]

ELEMENTARY SCHOOLS - Rules relating to grant of Recognition - Teachers Service Registers - Amendments issued.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department,	Date.
	77		48.				
	217		9 1-48				
	66		7 11 47.				
	19-9		26·7 46				
	1772		27·10 45				
	233		14 2 45				
	2270		24 9 38				

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

GOVERNMENT OF MADRAS.
Education & Public Health Department. 1948.
G.O.No.3211, Edn., dated the 15th December, ~~1948~~.

Abstract:

ELEMENTARY SCHOOLS - Rules relating to grant of Recognition - Teachers' Service Registers - Amendments - Issued.

Read:-

G.O.No. 2270, Education, dated 24th September, 1938.
From the Director of Public Instruction, No.545-B2/48, dated 28th April, 1948.

O R D E R:

The Government direct that the following changes be made in the Form of the Teachers' Service Register prescribed in rule 13 of the Rules relating to Recognition of Elementary Schools:-

(1) Page 1 of the Register: Column 13:- This column may be omitted and the words "Number and Date of the Certificate" may be added under columns 10 and 11.

(ii) Page 2 of the Register: Column 7 :- The words "Rate or" may be omitted.

(iii) Pages 2-3 of the Register: Columns (8) to (10) may be renumbered as Columns (9) and (11), a new column being inserted as column 8, after column 7, with the following entry:-

"Actual pay drawn at the time of entry"

(iv) Page 3 of the Register: Column 10 renumbered as Column 11:-

Insert the following as Column 12, renumbering the existing columns (11) to (14) as (13) to (16):-

Column 12, Particulars of leave taken.

(v) Page 3 of the Register: Column (12) renumbered as column 15:

The words "or Sub-Assistant Inspectress" may be omitted.

(vi) A few more pages may be added to the Register for the purposes of (a) working out the leave account of the teacher and (b) longer use as a record of the teacher's service.

2. The Government also direct that the following instructions shall be printed at the end of the Service Register both in English and in the Regional language concerned:-

"Instruction 1: The school authority shall employ the teacher on the salary shown in this register and the teacher shall serve the management in the school from the date of his taking charge of such appointment until the same ceases with the consent of the management or as provided in rule ~~8~~ 13 of the Rules for Recognition;

Instruction 2: The teacher shall be on probation for a period of 12 months from the date of his taking charge of his appointment, but the management may, before the expiry of that period, extend it to a further period not exceeding 12 months for reasons to be recorded in writing.

Instruction 3: The teacher will employ himself honestly, efficiently and diligently under the orders and instructions of the Headmaster or Correspondent or other officers of the said school under whom he shall be placed from time to time as a teacher in the said school. He shall discharge satisfactorily all the duties attached to the post of the said teacher and will make himself useful in other respects as may be required of him.

Instruction 4: The teacher shall conform to all the rules and regulations of the school for the time being in force therein and obey all lawful orders and directions as he shall receive from the school authority from time to time.

P.T.O

Instruction 5: No appointment of a teacher made by the school authority should be kept on a temporary basis for more than 3 years and all appointments after that period should be made or deemed permanent.

Instruction 6: All appointment orders made as a temporary measure for periods of 3 months or less should specify the period of appointment".

3. The Director of Public Instruction is requested to take urgent steps to carry out the alterations in the Service Register and issue revised registers as early as possible.

4. The following amendments sha[illegible] to the rules relating to the grant of recognition and aid to elementary schools, published with Education Department Notification No.243, dated the 21st August, 1939, at pages 556 to 568 of Part I-B of the Fort St. George Gazette, dated the 29th August, 1939, as subsequently amended:-

AMENDMENTS:

Chapter I - Rules for Recognition:

Rule 13(2):- Substitute the following for the existing rule:

"Rule 13 (2)

(i) No teacher whose appointment is not covered by Sub-rule (4) below shall, except with the permission of the management, be entitled to leave the school without giving 3 months' notice, or payment of 3 months' salary in lieu of thereof to the management.

(ii) The management of a school shall have power to terminate the services of any permanent members of the staff only as provided hereunder

a) without notice, for any or all of the following reasons:-

Wilful neglect of duty, serious misconduct, gross insubordination, mental unfitness, suspension or cancellation of a teacher certificate by the Director of Public Instruction under rule 154 of the Madras Educational Rules for when action is taken against the teacher under rule 13 of these rules.

(b) with 3 months' notice or 3 months' salary in lieu thereof for the following reasons.

Incompetence, retrenchment, physical unfitness or any other good causes.

Provided that in all these cases coming under (a) and (b) above, the teacher shall be informed in writing of the view of the management in the matter and shall be given a reasonable opportunity for stating his case in writing or in person and the statement made by him, if any, shall be taken into consideration before a final decision is taken by the management. For termination of the services of teachers who have put in not less than 5-years' sufficient service in the school for reasons of "incompetence", the previous approval of the Deputy Inspector of Schools concerned shall be obtained.

(iii) In respect of the teachers appointed temporarily or to act on probation, the management of a school shall have the right to terminate the services of such teachers.

(a) without giving notice, in cases of wilful neglet of duty, serious misconduct, gross insubordination, mental unfitness, suspension or cancellation of teacher's certificate under rule 154 of the Madras Educational Rules and when action is taken under rule 14 of these rules, and

(b) with notice of 3 months or 3 months & slary in lieu thereof, for reasons of incompetence, physical unfitness, retrenchment, or any other good causes.

(iv) No not ce on either side is necessary when teachers are appoin ted purely as a temporary measure for 3 months or less.

(v) No teacher who is a permanent member of a school shall when he has not been given notice of terminat onof his services or when he has not given notice to the management for relieving him of his services, apply for an appointment under any other management except through themanagement of the school in which he serves. The penalty for a breach of this rule shall be dismissal of the teacher from service. The Management shall not refuse to forward such application when made, but may decline to relieve the teacher when the need arises, unless he gives due notice or pays an amount equal to the salary for 3 months or for such periods by which the period of notice falls short.

NOTE:

(a) For the purpose of these rules the term 'Salary' refers to the salary exclusing Dearness A llowances drawn by the teacher at the time of termination or or leaving his service, in the school.

(b) A violation of the provisions of these rules and the instructions embodied in the Teachers' Service Registers on the part of the teacher shall be deemed to be an offence coming under the purview of rule 154 of the Madras Educational Rules and rule 14 of these rules and action shall be taken by the District Educational Officer on a a report from the management.

(c) Termination of servic es for serious misconduct, wilful negligence of duty or gross insubordination should be reported to the concerned inspecting Officer by the management.

(vi) It shall be lawful for a management, if satisfied on medical evidence that a teacher is unfit, and is likely for a considerable period to continue unfit, by reason of ill-health, for the discharge of his duties as such teacher, to terminate his services on paying him three months' salary less any amount which may have been paid to him as leave allowance after the date of his last appearance in the school for the regular discharge of his duties as teacher, subject to a minimum of one month's full salary.

(vii) The management and the teachers have a right of appeal against orders arising from these rules and the appeal shall be disposed of by the District Educational Officer. A second appeal shall lie with t e Deputy Director, Elementary Education. An appeal, shall be valid only if it is made within a period of 2 months from the date of orders against which the same is preferred.

Rule 28:-Add the following at the end of the rule:-

"Or that any of the instructions in the service Register has been violated by the management"

(By order His Excellency the Governor)

To the Director of Public Instruction, Madras.
To the Accountant General, through Finance.
To the Superintendent, Government Press, for publication of para 4 in the Fort St. George Gazette.

/TRUE COPY/

R. Thiagarajan 9.1.54

OFFICE ASSISTANT,
MADRAS RECORD OFFICE.

RS/15/12/1953

22/12/53 22/12